

EXHIBIT 179

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UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

XUEDAN WANG, on behalf of herself and
all others similarly situated,

Plaintiffs,

vs.

12-CV-0793 (HB)

THE HEARST CORPORATION,

Defendant.

DEPOSITION OF ANGELA DIEGEL

Tuesday, January 22, 2013

11:00 a.m.

Reported by:

Joan Ferrara

1 A. Diegel
2 Q. Is there an intern currently
3 working for the magazine?
4 A. No, no -- for the magazine, I
5 can't speak to the magazine. I can only
6 speak to the website.
7 Q. Okay.
8 So would I call it the website
9 department, is that accurate?
10 A. You can call that a department,
11 sure.
12 Q. What's the term that I should be
13 using?
14 A. I mean, we just call it the
15 website.
16 Q. Working for the website?
17 A. Yeah, working for the website.
18 Q. So there is no intern currently
19 working for the website?
20 A. Correct.
21 Q. Who at -- who is responsible for
22 trying to find interns for the website?
23 A. Me.
24 Q. And are you in the process of
25 looking for one?

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1 A. Diegel
2 A. No.
3 Q. Why not?
4 A. Because interns are a lot of
5 work.
6 Q. Yeah.
7 A. You know, an internship, you
8 know, I'm trying to teach them how to do
9 things, and that takes -- you know, we are
10 just trying to post content. I don't have
11 time to teach an intern how to do things.
12 Q. I understand.
13 So do you think you'll ever have
14 an intern again?
15 A. That's a good question. Maybe.
16 I don't know.
17 Q. Who decides whether you have
18 interns?
19 A. Me, me.
20 Q. It's up to you?
21 A. Yeah, it's totally up to me.
22 Q. Okay.
23 When you've hired interns in the
24 past -- have you hired interns in the past?
25 A. Yes.

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1 A. Diegel
2 Q. And when was the last time you
3 had an intern?
4 A. 2011, the summer.
5 Q. In 2011, was there a job posting
6 or an internship posting that you or
7 somebody else issued so that people could
8 find out what the internship entailed?
9 A. Yes. To the best of my
10 recollection, I mean, I must have posted
11 it. I don't remember what it was.
12 Q. That's okay.
13 Where did you post it?
14 A. Probably -- I'm not really, I
15 don't really remember, I don't really
16 remember where I posted it, and I don't
17 even really remember -- yeah, I don't
18 remember where I posted it.
19 Q. Was it just you that was involved
20 in posting it, or was there somebody else
21 that might remember where it was posted?
22 A. No. It would have been just me,
23 because the web and the print are separate,
24 so I'm autonomous in terms of doing things
25 like that.

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1 A. Diegel
2 Q. Okay.
3 Well, let me just ask you this.
4 Is there a place where that job
5 description that we were just talking
6 about, what exists right now, is it on your
7 computer, is it somewhere?
8 A. If it was anywhere, it would
9 either be in my computer or my e-mail from
10 the time. I must have sent it to somebody.
11 Q. Okay.
12 RQ MR. SWARTZ: We'd like the
13 defendants to produce a copy of the job
14 description that Ms. Diegel --
15 MS. LANGLAIS: I believe we
16 produced everything that she would
17 have had.
18 MR. SWARTZ: Okay.
19 MS. LANGLAIS: That was
20 referenced in her declaration, if at
21 all.
22 MR. SWARTZ: Okay. My request
23 actually goes beyond that, any job
24 descriptions for the intern position
25 at the website that Ms. Diegel had

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[4] (Pages 10 to 13)

<p>1 A. Diegel</p> <p>2 not just have a magazine without a website?</p> <p>3 A. To make money.</p> <p>4 Q. And how does it help make money?</p> <p>5 A. By selling ads.</p> <p>6 Q. Okay.</p> <p>7 Again, I'm just getting the</p> <p>8 basics.</p> <p>9 A. That's okay.</p> <p>10 Q. You're looking at me like I come</p> <p>11 from another planet, and I understand, but</p> <p>12 I'm just trying to get the basics.</p> <p>13 A. I'll tell you a little bit about</p> <p>14 it.</p> <p>15 The website, about 70 percent of</p> <p>16 the content is original content, 30 percent</p> <p>17 comes from the magazine, and that's where</p> <p>18 that break from when I came online manager</p> <p>19 to online director, that's, you know, what</p> <p>20 I created.</p> <p>21 And the point of a website is,</p> <p>22 you know, to disseminate information and to</p> <p>23 sell ads.</p> <p>24 Q. Okay.</p> <p>25 And again, why pictures, why not</p> <p style="text-align: right;">[Page 22]</p>	<p>1 A. Diegel</p> <p>2 What a terrible example, too.</p> <p>3 Q. I think it's a great example.</p> <p>4 A. Okay. I should have picked</p> <p>5 something more exotic.</p> <p>6 So what do you need to do, what</p> <p>7 is the focus of your story.</p> <p>8 Because, I think, you know, when</p> <p>9 they come out of college, you know, a lot</p> <p>10 of times the professors don't have</p> <p>11 real-life experience with journalism, and I</p> <p>12 think, you know, so these kids have kind</p> <p>13 of, I don't know, not a realistic view of</p> <p>14 the business of how to do a story.</p> <p>15 You know, because it's more than</p> <p>16 just: Oh, I've got this story, come</p> <p>17 publish it.</p> <p>18 It's like you've got to pitch it,</p> <p>19 you've got to know how to pitch it, you've</p> <p>20 got to learn, you know, how to craft that</p> <p>21 story so it's for web.</p> <p>22 It's much different than print,</p> <p>23 you know, how to work your SEO, which is</p> <p>24 your search engine optimization, how to get</p> <p>25 the key words upfront. There are a lot of</p> <p style="text-align: right;">[Page 24]</p>
<p>1 A. Diegel</p> <p>2 just text?</p> <p>3 A. Visual impact, to illustrate</p> <p>4 something in the story.</p> <p>5 You know, let's go to the steam</p> <p>6 engine story. Maybe the picture we got was</p> <p>7 a close-up illustration of, you know, the</p> <p>8 systems of a steam engine, you know, or</p> <p>9 something like that, or maybe it's just,</p> <p>10 you know, just random -- I mean, research</p> <p>11 has shown people will pay more attention</p> <p>12 when there is a photo.</p> <p>13 Q. Okay.</p> <p>14 You said another thing that</p> <p>15 interns do with you is they craft a story.</p> <p>16 A. Uh-huh.</p> <p>17 Q. What does that mean?</p> <p>18 A. Depending on, you know, what</p> <p>19 they're interested in, I'll show them, you</p> <p>20 know, how a professional person, a</p> <p>21 professional writer crafts a story from</p> <p>22 pitching the story, you know, the story</p> <p>23 idea -- like I have an idea, I wanted to do</p> <p>24 a story on the history of the steam engine.</p> <p>25 Okay.</p> <p style="text-align: right;">[Page 23]</p>	<p>1 A. Diegel</p> <p>2 things to do that are very technical that I</p> <p>3 don't think they teach the kids.</p> <p>4 So that's why I like having</p> <p>5 interns, because I teach them how to craft</p> <p>6 a story that they can actually, you know,</p> <p>7 information that they can actually use.</p> <p>8 Q. That's rewarding for you?</p> <p>9 A. Yeah, I love it. I love</p> <p>10 mentoring.</p> <p>11 I wish -- if we weren't so busy,</p> <p>12 I would have an intern every semester, just</p> <p>13 because I love doing it and I think it's a</p> <p>14 lot of work, but it's a lot of fun and it's</p> <p>15 rewarding, especially a few years down the</p> <p>16 line when you see that they've gotten jobs</p> <p>17 or whatever. It's just kind of cool.</p> <p>18 Q. Have you ever hired an intern</p> <p>19 yourself?</p> <p>20 A. For a job, no. I've recommended,</p> <p>21 you know, them for jobs for other people.</p> <p>22 Q. For jobs like within Hearst?</p> <p>23 A. No, just in general, just in</p> <p>24 general.</p> <p>25 Q. Have you ever had anybody who you</p> <p style="text-align: right;">[Page 25]</p>

[7] (Pages 22 to 25)

<p>1 A. Diegel</p> <p>2 What else do interns do?</p> <p>3 A. Let's see. They learn, I</p> <p>4 generally have them learn the CMS, the</p> <p>5 Content Management System.</p> <p>6 Q. What's that?</p> <p>7 A. That's the repository where all</p> <p>8 our content goes to get displayed on the</p> <p>9 website.</p> <p>10 Every Content Management System</p> <p>11 is different. It's good to learn, you</p> <p>12 know, just to have an idea, even if, you</p> <p>13 know, they never touch one in their career,</p> <p>14 just to kind of know.</p> <p>15 Q. Give me an example of a task that</p> <p>16 an intern would do, or that an intern has</p> <p>17 done with respect to the Content Management</p> <p>18 System.</p> <p>19 A. I've taught them how to input,</p> <p>20 like a simple story, like a story with one</p> <p>21 picture, because that's kind of the basics,</p> <p>22 you're going to get everything.</p> <p>23 Everything else beyond that is</p> <p>24 just a little, too, there's a lot of moving</p> <p>25 parts. So as part of the, crafting their</p> <p style="text-align: right;">[Page 30]</p>	<p>1 A. Diegel</p> <p>2 have them sit in on that, and ask them</p> <p>3 about it afterwards, that kind of stuff, or</p> <p>4 her, him or her.</p> <p>5 So, and then generally after</p> <p>6 that, they're generally not sitting there</p> <p>7 for like eight hours a day, because I</p> <p>8 understand that they, they're trying to</p> <p>9 find jobs or, you know, maybe another</p> <p>10 internship or whatever.</p> <p>11 So they might come in a little</p> <p>12 bit later, and I actually prefer if they</p> <p>13 come in later because it gives me time to</p> <p>14 settle in before I have to deal with them.</p> <p>15 And then we'll go over, you know,</p> <p>16 their stories. It's a lot of work to edit</p> <p>17 an intern's story, especially in our</p> <p>18 subject areas because, you know, our</p> <p>19 subjects are very technical. So it takes a</p> <p>20 lot of work.</p> <p>21 Generally they don't have the</p> <p>22 subject matter knowledge to, you know,</p> <p>23 really craft a story, you know, in the way</p> <p>24 that we need.</p> <p>25 So we do a lot of back and forth.</p> <p style="text-align: right;">[Page 32]</p>
<p>1 A. Diegel</p> <p>2 steam engine story, you know, it's how to</p> <p>3 put the content in the Content Management</p> <p>4 System, all the different fields you need</p> <p>5 to use for, like, the title and the</p> <p>6 subtitle and where you put the body and</p> <p>7 adding the -- you know, how to upload your</p> <p>8 photo.</p> <p>9 Q. And do they do that with respect</p> <p>10 to actual stories on the website?</p> <p>11 A. No, just their little story.</p> <p>12 Q. What does, can you give me the</p> <p>13 sort of your description of an intern's</p> <p>14 typical day?</p> <p>15 A. Sure.</p> <p>16 Q. So an intern comes in in the</p> <p>17 morning?</p> <p>18 A. Generally, I meet with them. We</p> <p>19 talk about, you know, what's going on.</p> <p>20 Like sometimes I'll have them</p> <p>21 shadow me at a meeting, or if there is kind</p> <p>22 of an interesting meeting going on that I'm</p> <p>23 not going to be in but I think they might</p> <p>24 get some benefit just kind of seeing how</p> <p>25 people do things, I'll send them to that,</p> <p style="text-align: right;">[Page 31]</p>	<p>1 A. Diegel</p> <p>2 It's like: Okay, you got this part of the</p> <p>3 story, but you know, you need to fill out</p> <p>4 more on how the steam engine works.</p> <p>5 Q. Uh-huh.</p> <p>6 A. So another thing I like to have</p> <p>7 them do, too, is learn how to, you know,</p> <p>8 call up sources, just be appropriate on the</p> <p>9 phone and know how to talk to people. So I</p> <p>10 think that's really important.</p> <p>11 Q. So have you ever used an intern's</p> <p>12 story on the website?</p> <p>13 A. I think Skylar, my last guy, I</p> <p>14 think he maybe got one byline.</p> <p>15 Q. That means that the story was</p> <p>16 used on the website?</p> <p>17 A. His story was posted, yeah, yeah.</p> <p>18 Q. Okay.</p> <p>19 A. Generally it's, you know, it's</p> <p>20 really hard. I mean, their stuff isn't</p> <p>21 really the kind of quality stuff that we</p> <p>22 have, but I do like them to have something,</p> <p>23 you know, to be able to say: Hey, I did</p> <p>24 this cool thing, look what I learned this</p> <p>25 summer, here it is right now.</p> <p style="text-align: right;">[Page 33]</p>

[9] (Pages 30 to 33)

<p>1 A. Diegel</p> <p>2 Q. So if somebody does something</p> <p>3 good enough, you'll reward them by putting</p> <p>4 it up on the website?</p> <p>5 A. Yeah, if it deserves to be up</p> <p>6 there. I think Skylar did a couple and</p> <p>7 only one actually ended up being posted.</p> <p>8 Q. That's not bad.</p> <p>9 A. Yeah, that's not bad.</p> <p>10 Q. What about other interns, have</p> <p>11 they written stories that made it on to the</p> <p>12 website?</p> <p>13 A. Yes, yes.</p> <p>14 Q. How many others?</p> <p>15 A. I think probably with the other</p> <p>16 two that I had, I think they each had a</p> <p>17 byline.</p> <p>18 Q. How many interns have you had</p> <p>19 total?</p> <p>20 A. Three.</p> <p>21 Q. At the website?</p> <p>22 A. At the website.</p> <p>23 Q. So one's name was Skylar? Do you</p> <p>24 remember his last name?</p> <p>25 A. Bergl, B-E-R-G-L, something like</p> <p style="text-align: right;">[Page 34]</p>	<p>1 A. Diegel</p> <p>2 a story, is that sometimes placed on the</p> <p>3 website?</p> <p>4 A. Well, only in conjunction with</p> <p>5 the story that they were doing. It's not</p> <p>6 just random quota research for different</p> <p>7 things.</p> <p>8 So it would have to be for -- it</p> <p>9 would be for the steam engine story that</p> <p>10 got posted to the web. It wouldn't be for</p> <p>11 the Mars landing story that somebody else</p> <p>12 was doing that had nothing to do with them.</p> <p>13 Q. The restaurants.</p> <p>14 A. It would be one of the</p> <p>15 restaurants, right -- no, I would do that</p> <p>16 photo research.</p> <p>17 Q. So for most stories you do the</p> <p>18 photo research and choose the photos?</p> <p>19 A. It depends, but some writers will</p> <p>20 do their own photo research. I prefer</p> <p>21 doing it in-house, only because I worry</p> <p>22 about the rights issues. I want to make</p> <p>23 sure that that's all clear, and if I know</p> <p>24 we're doing it in-house, I don't have to</p> <p>25 worry about it.</p> <p style="text-align: right;">[Page 36]</p>
<p>1 A. Diegel</p> <p>2 that.</p> <p>3 Q. And the other one?</p> <p>4 A. Laurel and Nick, and I totally</p> <p>5 don't remember their last names.</p> <p>6 Q. They must have made a great</p> <p>7 impression.</p> <p>8 A. No, they were good, they were</p> <p>9 good. That was like in 2007 or 2008.</p> <p>10 Q. Okay.</p> <p>11 A. I just don't remember their last</p> <p>12 names off the top of my head.</p> <p>13 Q. Is the website searchable so that</p> <p>14 if we wanted to go back and look at the</p> <p>15 stories that these interns had posted on</p> <p>16 the website, we could find them?</p> <p>17 A. Yes.</p> <p>18 Q. How would we do that?</p> <p>19 A. I guess if you just, probably if</p> <p>20 you just Google their names, it should come</p> <p>21 up.</p> <p>22 Q. I see.</p> <p>23 A. Yeah.</p> <p>24 Q. When an intern does photo</p> <p>25 research and finds an appropriate photo for</p> <p style="text-align: right;">[Page 35]</p>	<p>1 A. Diegel</p> <p>2 Q. Okay.</p> <p>3 Have you written references for</p> <p>4 interns, done written references for jobs</p> <p>5 or anything else?</p> <p>6 A. I don't recall. I don't recall.</p> <p>7 Q. Okay.</p> <p>8 There may be some things I ask</p> <p>9 you during this deposition, it's perfectly</p> <p>10 fine if you don't recall, it's not a memory</p> <p>11 contest.</p> <p>12 A. No, I know.</p> <p>13 Q. But if there is something that</p> <p>14 you do remember as we talk or on a break, I</p> <p>15 just ask that you come back and tell me the</p> <p>16 answer.</p> <p>17 A. Sure, sure.</p> <p>18 Q. What about evaluations, do you do</p> <p>19 evaluations, or have you done written</p> <p>20 evaluations for your interns?</p> <p>21 A. I did one for Skylar for his</p> <p>22 school.</p> <p>23 Q. Okay.</p> <p>24 Do you have a copy of that?</p> <p>25 A. No, I don't, because I had to</p> <p style="text-align: right;">[Page 37]</p>

[10] (Pages 34 to 37)

<p>1 A. Diegel</p> <p>2 send it back in the mail.</p> <p>3 Q. Okay.</p> <p>4 A. They sent me a form and I</p> <p>5 actually had to send it back, which was</p> <p>6 kind of ironic.</p> <p>7 Q. Do you remember who you sent it</p> <p>8 to?</p> <p>9 A. Whoever the head of their Drake</p> <p>10 University Internship Program was.</p> <p>11 Q. Okay.</p> <p>12 Drake University?</p> <p>13 A. Drake College, or University,</p> <p>14 whatever it is. It's in Iowa.</p> <p>15 Q. Okay.</p> <p>16 Do you remember doing a</p> <p>17 declaration, signing a declaration in this</p> <p>18 case?</p> <p>19 A. Yeah.</p> <p>20 Q. I'm going to show you a copy of</p> <p>21 that.</p> <p>22 A. Sure.</p> <p>23 MR. SWARTZ: This will be Number</p> <p>24 2, please.</p> <p>25 (Diegel Exhibit 2, Declaration</p> <p style="text-align: right;">[Page 38]</p>	<p>1 A. Diegel</p> <p>2 lawyer?</p> <p>3 A. I think so. I don't know. I</p> <p>4 guess so.</p> <p>5 Q. Andrea Butler and who else, any</p> <p>6 other lawyers?</p> <p>7 A. No, no.</p> <p>8 Q. So is Andrea Butler the contact</p> <p>9 with respect to, in connection with this</p> <p>10 declaration?</p> <p>11 A. Yes.</p> <p>12 Q. How did Andrea Butler get in</p> <p>13 contact with you initially?</p> <p>14 A. On the phone.</p> <p>15 Q. They called you?</p> <p>16 A. Yes.</p> <p>17 Q. You picked up the phone and it</p> <p>18 was Andrea Butler?</p> <p>19 A. Yes.</p> <p>20 Q. And what did Andrea Butler say to</p> <p>21 you?</p> <p>22 MS. LANGLAIS: I'm going to</p> <p>23 object. I think those conversations</p> <p>24 are privileged.</p> <p>25 BY MR. SWARTZ:</p> <p style="text-align: right;">[Page 40]</p>
<p>1 A. Diegel</p> <p>2 Bates stamped D-170563 through</p> <p>3 D-170565, marked for identification,</p> <p>4 as of this date.)</p> <p>5 BY MR. SWARTZ:</p> <p>6 Q. Just take a second to take a look</p> <p>7 at that and tell me if that's the</p> <p>8 declaration that you executed on November</p> <p>9 29, 2012.</p> <p>10 A. Yes. It's my declaration.</p> <p>11 Q. That's D-170563 through D-170565.</p> <p>12 Can you tell me how did you come</p> <p>13 to execute this declaration, how did it</p> <p>14 happen?</p> <p>15 A. I talked to lawyers and gave them</p> <p>16 information.</p> <p>17 Q. Did you approach them first, or</p> <p>18 did they approach you first?</p> <p>19 A. They approached me.</p> <p>20 Q. Which lawyers were those?</p> <p>21 A. The Hearst lawyers -- oh, who was</p> <p>22 the specific person?</p> <p>23 Q. Yeah.</p> <p>24 A. Andrea Butler.</p> <p>25 Q. Is that an in-house Hearst</p> <p style="text-align: right;">[Page 39]</p>	<p>1 A. Diegel</p> <p>2 Q. Were you represented by counsel</p> <p>3 at the time that Andrea Butler called you?</p> <p>4 A. I don't know what that means.</p> <p>5 Q. Was she your lawyer?</p> <p>6 A. She's a Hearst lawyer.</p> <p>7 MS. LANGLAIS: I think those</p> <p>8 conversations are privileged under</p> <p>9 work product and I'm going to instruct</p> <p>10 her not to answer.</p> <p>11 MR. SWARTZ: Okay. Just for my</p> <p>12 own understanding, could you elaborate</p> <p>13 why that would be work product?</p> <p>14 MS. LANGLAIS: It was obviously</p> <p>15 in anticipation of this litigation,</p> <p>16 and there is case law that shows that</p> <p>17 conversations with employees,</p> <p>18 employees of all different statuses,</p> <p>19 are considered privileged.</p> <p>20 MR. SWARTZ: Just to be clear,</p> <p>21 I'm not trying to be difficult, but</p> <p>22 this is a work product objection?</p> <p>23 MS. LANGLAIS: I think it would</p> <p>24 be under both.</p> <p>25 MR. SWARTZ: And attorney-client</p> <p style="text-align: right;">[Page 41]</p>

[11] (Pages 38 to 41)

<p>1 A. Diegel</p> <p>2 Q. Who was the other one?</p> <p>3 A. My producer Carl.</p> <p>4 Q. Did Skylar or any other interns</p> <p>5 ever do any substantive tasks or projects</p> <p>6 with the producer?</p> <p>7 A. No. I had him sit with Carl and</p> <p>8 have him watch Carl work, because Carl is</p> <p>9 an expert, so just to have that experience</p> <p>10 to see how he organizes his tasks and how</p> <p>11 he sets things up.</p> <p>12 I mean, that stuff sounds like</p> <p>13 elementary, but it's actually really</p> <p>14 important.</p> <p>15 Q. I'm just curious.</p> <p>16 In your declaration, you said you</p> <p>17 appreciated any help that interns may</p> <p>18 provide from time to time?</p> <p>19 A. Where are you?</p> <p>20 Q. Paragraph 6, the third line.</p> <p>21 A. "Appreciate any help," uh-huh.</p> <p>22 Q. When you said that, were you just</p> <p>23 trying to be nice, or did they actually</p> <p>24 help you from time to time? Is that true?</p> <p>25 A. Well, sure. Yeah, I mean, help</p> <p style="text-align: right;">[Page 70]</p>	<p>1 A. Diegel</p> <p>2 A. Well, when they're doing photo</p> <p>3 research for their employers, that's pretty</p> <p>4 helpful.</p> <p>5 Q. Anything else? Is that what you</p> <p>6 meant when you --</p> <p>7 A. I mean -- photo research is</p> <p>8 incredibly time-consuming and it takes a</p> <p>9 long time to do.</p> <p>10 So yeah, that is actually -- you</p> <p>11 know, that is helpful, to have them do</p> <p>12 that, at least, you know, getting through</p> <p>13 that first cut.</p> <p>14 So then when I can come back and</p> <p>15 say, no, you can't use this, this and this</p> <p>16 photo -- hey, did you check the rights on</p> <p>17 this, do we really have the rights? You</p> <p>18 know, show me.</p> <p>19 Q. How do you check the rights?</p> <p>20 A. Well, for Getty Images, it's</p> <p>21 stock photos, so we've got rights.</p> <p>22 I mean, that's not a problem.</p> <p>23 It's when people start looking at Flickr</p> <p>24 or any kind of places like that.</p> <p>25 Everybody has their right to set</p> <p style="text-align: right;">[Page 72]</p>
<p>1 A. Diegel</p> <p>2 is relative. You know, they did get a</p> <p>3 byline, they did get a story.</p> <p>4 So, you know, I mean, if you want</p> <p>5 to perceive that as help, I mean, it's not</p> <p>6 like their one story is the make or break</p> <p>7 of our website. You know, I could do just</p> <p>8 as well with or without it.</p> <p>9 Q. Okay.</p> <p>10 But it says any help that they</p> <p>11 may provide.</p> <p>12 You meant that they may provide</p> <p>13 you, right?</p> <p>14 A. Yeah, they provide me. I don't</p> <p>15 mean help like helping me do something. I</p> <p>16 mean, it's, you know -- it's just the</p> <p>17 overall experience.</p> <p>18 Q. So the overall experience helped</p> <p>19 you? I mean, I'm just trying to figure out</p> <p>20 what you meant here.</p> <p>21 Because I assume that all of this</p> <p>22 is true and I'm not going to question you</p> <p>23 about that, and I assume that this part is</p> <p>24 true, too, that you appreciated any help</p> <p>25 they provided and --</p> <p style="text-align: right;">[Page 71]</p>	<p>1 A. Diegel</p> <p>2 up differently. Some people don't mind if</p> <p>3 other people take their photos and use them</p> <p>4 for editorial purposes. Some people have</p> <p>5 all rights reserved where you need to, you</p> <p>6 know, you can't use them, you have to</p> <p>7 contact them.</p> <p>8 One of the things that we, I make</p> <p>9 sure we do, regardless if they have rights</p> <p>10 listed, I always contact the owner of the</p> <p>11 photo just to verify and make sure, you</p> <p>12 know, so they understand that we're going</p> <p>13 to be using this photo.</p> <p>14 So it's actually, it sounds kind</p> <p>15 of stupid, what should be the big deal</p> <p>16 about getting photos, but there actually is</p> <p>17 a big deal.</p> <p>18 Q. We're a bunch of lawyers. It all</p> <p>19 sounds very normal.</p> <p>20 A. That's true. Good point.</p> <p>21 Q. Okay.</p> <p>22 On the bottom of page 5, I'm just</p> <p>23 curious -- I'm sorry, the bottom of</p> <p>24 paragraph 5, it says, the last sentence</p> <p>25 says:</p> <p style="text-align: right;">[Page 73]</p>

[19] (Pages 70 to 73)

<p>1 A. Diegel</p> <p>2 "My interns do not perform</p> <p>3 administrative tasks or errands."</p> <p>4 What do you mean by</p> <p>5 "administrative tasks or errands"?</p> <p>6 A. Like answering the phone, picking</p> <p>7 up my dry cleaning -- I mean, you know -- I</p> <p>8 mean, I don't know. They don't do any of</p> <p>9 the kind of drudge work that I have to do,</p> <p>10 or like approving invoices or anything like</p> <p>11 that, which they couldn't do.</p> <p>12 Q. Is it accurate to say that none</p> <p>13 of your interns have ever answered the</p> <p>14 phone?</p> <p>15 A. Ever answered the phone -- I</p> <p>16 mean, I wasn't watching them. I mean, they</p> <p>17 were never answering the phone in terms of</p> <p>18 capacity of: Hello, this is the Popular</p> <p>19 Mechanics website.</p> <p>20 Q. Right.</p> <p>21 A. But, you know, they are working</p> <p>22 on stories. So if they call sources and</p> <p>23 sources call them back, yes, obviously they</p> <p>24 picked up the phone to talk to their</p> <p>25 source.</p> <p style="text-align: right;">[Page 74]</p>	<p>1 A. Diegel</p> <p>2 photocopies. I mean, they never made</p> <p>3 photocopies in my capacity to say: Here,</p> <p>4 go copy this.</p> <p>5 Q. Okay.</p> <p>6 In connection with doing the work</p> <p>7 that they were doing?</p> <p>8 A. No. We're web. We don't --</p> <p>9 Q. See, this is another example of</p> <p>10 my lack of understanding.</p> <p>11 A. Yeah. I can't imagine what we</p> <p>12 would need to photocopy.</p> <p>13 Q. I understand.</p> <p>14 Scanning?</p> <p>15 A. Scanning, no, not even these</p> <p>16 days. Everything is digital. Even photos.</p> <p>17 Q. When the interns met with your</p> <p>18 producer to help them, or see how they</p> <p>19 organize things, did they ever help him</p> <p>20 organize things?</p> <p>21 A. No, no.</p> <p>22 Q. They just sat there and watched?</p> <p>23 A. Yes, or asked questions, but they</p> <p>24 weren't actively participating.</p> <p>25 Q. Were you there during those</p> <p style="text-align: right;">[Page 76]</p>
<p>1 A. Diegel</p> <p>2 Q. I see.</p> <p>3 And was there any training on how</p> <p>4 they were supposed to answer the phone?</p> <p>5 A. No.</p> <p>6 Q. So --</p> <p>7 A. No, no, I did not train them on</p> <p>8 how to answer the phone.</p> <p>9 Q. You weren't worried if they</p> <p>10 picked up the phone and said something very</p> <p>11 casual?</p> <p>12 A. No, I wasn't worried about that.</p> <p>13 Q. Because you hired people who you</p> <p>14 thought had better judgment than that?</p> <p>15 A. Yes, yes.</p> <p>16 Q. And I'm going to take this to an</p> <p>17 extreme, and I'm not trying to say that</p> <p>18 you're lying.</p> <p>19 A. Sure.</p> <p>20 Q. I'm just trying to get a sense of</p> <p>21 the full picture.</p> <p>22 A. Sure.</p> <p>23 Q. Would it be accurate to say that</p> <p>24 none of your interns ever made photocopies?</p> <p>25 A. I have no idea if they made</p> <p style="text-align: right;">[Page 75]</p>	<p>1 A. Diegel</p> <p>2 meetings?</p> <p>3 A. Some of it, yeah.</p> <p>4 Q. So there are interns elsewhere at</p> <p>5 Popular Mechanics outside the website,</p> <p>6 right?</p> <p>7 A. Yeah, sometimes.</p> <p>8 Q. Do you know who over the years</p> <p>9 has been in charge of those people?</p> <p>10 A. You know, I really don't.</p> <p>11 Q. No?</p> <p>12 A. I have no idea how that runs.</p> <p>13 Q. What about -- who is the person</p> <p>14 who used to be an assistant at Popular</p> <p>15 Mechanics and now is working for the</p> <p>16 president of Hearst?</p> <p>17 A. Ali Hockey.</p> <p>18 Q. Was she involved with the</p> <p>19 interns?</p> <p>20 A. I really don't know. I don't</p> <p>21 know. I don't know the extent of anybody's</p> <p>22 involvement with interns in terms of the</p> <p>23 magazine.</p> <p>24 Q. And have you ever seen an intern</p> <p>25 manual that was used at the magazine as</p> <p style="text-align: right;">[Page 77]</p>

[20] (Pages 74 to 77)

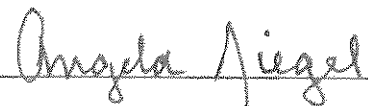
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DEPOSITION ERRATA SHEET

Case Caption: Wang v. The Hearst Corporation

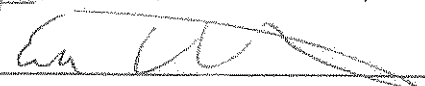
DECLARATION UNDER PENALTY OF PERJURY

I declare under penalty of perjury
that I have read the entire transcript of my
Deposition taken in the captioned matter or
the same has been read to me, and the same is
true and accurate, save and except for
changes and/or corrections, if any, as
indicated by me on the DEPOSITION ERRATA
SHEET hereof, with the understanding that I
offer these changes as if still under oath.



ANGELA DIEGEL

Eva Saketko
Notary Public State of New York
No. 02SA6028472
Qualified in New York County
Commission Expires Aug. 2, 2013
Dec

Subscribed and sworn to on the 15 day of
February, 2013, before me,

Notary Public,
in and for the State of New York

[Page 89]

J U R A T

I DO HEREBY CERTIFY that I have read the foregoing
transcript of my deposition testimony.

Angela Piegel

SWORN TO AND SUBSCRIBED

BEFORE ME THIS 15th
February
DAY OF 2013

Eva Saketkoo
Notary Public State of New York
No. 02SA6028472
Qualified in New York County
Commission Expires Aug. 2, 2013

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DEPOSITION ERRATA SHEET

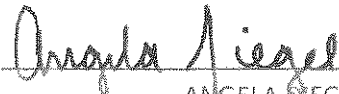
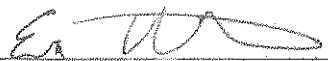
Case Caption: Wang v. The Hearst Corporation

DECLARATION UNDER PENALTY OF PERJURY

I declare under penalty of perjury that I have read the entire transcript of my Deposition taken in the captioned matter or the same has been read to me, and the same is true and accurate, save and except for changes and/or corrections, if any, as indicated by me on this DEPOSITION ERRATA SHEET, with the understanding that I offer these changes as if still under oath.

Page No.	Line No.	Change from	Change to	Reason for change
20	12	Flicker	Flickr	Misspelling
20	25	Flicker	Flickr	Misspelling
22	18	break	change	Correction
28	19	So just regular anybody.	Delete	Correction
32	2	and ask them	and ask him	Typographical error
36	6	quota	photo	Typographical error
36	13	restaurants	astronauts	Typographical error
36	15	restaurants	astronauts	Typographical error
45	7	thing	area	Typographical error
54	24	before	for	Typographical error
59	14	things. I mean, they said	names, I mean, she said	Typographical error
62	22	Ali Hockey	Allie Haake	Misspelling
66	18	outline	online	Typographical error
72	23	Flicker	Flickr	Misspelling
72	25	right	rights	Typographical error
77	17	Ali Hockey.	Allie Haake.	Misspelling

SIGNATURE:


 ANGELA SIEGEL
Subscribed and sworn to on the 15 day of February, 2013, before me,


Notary Public,

In and for the State of New York.

Eva Saketkoo
 Notary Public State of New York
 No. 02SA6028472
 Qualified in New York County
 Commission Expires Aug. 2, 2013
 Dec

EXHIBIT 180

[Page 1]

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

XUEDAN WANG, on behalf of herself and
all other similarly situated,

Plaintiffs,

vs.

12-CV-0793 (HB)

THE HEARST CORPORATION,

Defendant.

DEPOSITION OF MAURA FEIL

Monday, January 28, 2013

10:00 a.m.

Reported by:

Joan Ferrara

<p>1 Q. What is -- what's involved in 2 transcribing interviews? 3 A. Listening to a tape-recording and 4 typing out what was said. 5 Q. And in the context of the 50 6 Hottest Bachelors event, what did stuffing gift 7 bags involve? 8 A. We had gotten contributions from -- 9 of items from various companies, and it involved 10 putting one of each item into each bag. 11 Q. Did they do anything else in 12 connection with the 50 Hottest Bachelors event? 13 A. They may have helped other editors 14 with things, I'm not sure. 15 Q. And was their assistance useful in 16 connection with the activities you described for 17 the 50 Hottest Bachelors event? 18 A. Sometimes. 19 Q. If they hadn't transcribed 20 interviews for example, who would have done it? 21 A. I suppose the editorial assistants. 22 Q. And if they hadn't stuffed the gift 23 bags, who would have done it? 24 A. Well, I did end up restuffing the 25 gift bags because --</p> <p style="text-align: right;">[Page 22]</p>	<p>1 but I can't remember other things that I 2 personally assigned them to. 3 Q. Do you remember other things that 4 interns did at Cosmo when you were an editorial 5 assistant even if they're not things that you 6 specifically assigned them to do? 7 A. I mean, I really wasn't that 8 involved with the intern program when I was an 9 editorial assistant. So I don't remember 10 specifically. 11 Q. Does anyone come to mind during the 12 time you were an editorial assistant who was a 13 particularly good intern? 14 A. Yes. 15 Q. Who? 16 A. Her name was Ali Foster. 17 Q. What made her particularly good? 18 A. She had a professional demeanor, 19 you can tell she was listening and truly 20 absorbing what we asked her to do and tips we 21 gave her. 22 Q. What made that clear? 23 A. When she submitted assignments, 24 they weren't perfect but you could tell she had 25 been listening.</p> <p style="text-align: right;">[Page 24]</p>
<p>1 Q. All of them? 2 A. Yes. 3 Q. Why? 4 A. They messed up. 5 Q. What did they do wrong? 6 A. There were two of some items in 7 some bags and one of some items in another bags, 8 even though I had cautioned. 9 Q. When you had given them that 10 assignment, had you expected that they would do 11 it correctly? 12 A. Yes. 13 Q. And you had expected that it would 14 be helpful to you and save you time? 15 A. Well, I explained it to them and 16 I -- yes. 17 Q. So you expected that -- at the time 18 you gave them the assignment to stuff gift bags, 19 you expected that it would save you time if the 20 interns did that assignment. 21 A. Yes. 22 Q. Do you remember anything else that 23 you assigned interns to do when you were an 24 editorial assistant at Cosmo? 25 A. I'm sure there were other things,</p> <p style="text-align: right;">[Page 23]</p>	<p>1 Q. How could you tell? 2 A. They were of a higher quality and 3 more relevant than what other interns submitted. 4 Q. And was that useful to you? 5 A. Sure. 6 Q. And in what way? 7 A. For instance, with the Embarrassing 8 Moments page, when I got an embarrassing moment 9 from her that fit the requirements, then I could 10 use it on the page. 11 Q. Let's move to your time as an 12 associate editor. What were your 13 responsibilities as an associate editor at 14 Cosmo? 15 A. I wrote bigger stories. 16 Q. Wrote what stories? 17 A. Bigger stories. 18 Q. Okay, go on. 19 A. I was expected to pitch more ideas. 20 I continued to pitch cover line, I wrote a 21 variety of columns, I edited editorial 22 assistants' work. Those were the primary 23 duties. 24 Q. It sounds like you had many of the 25 same responsibilities you had as an editorial</p> <p style="text-align: right;">[Page 25]</p>

[7] (Pages 22 to 25)

<p>1 job next time.</p> <p>2 Q. In that sense is it useful to you</p> <p>3 to provide feedback to them so that the work</p> <p>4 product can improve?</p> <p>5 A. It can be. Often I find that</p> <p>6 learning how to effectively respond to feedback</p> <p>7 is not a skill that some of our interns have.</p> <p>8 Q. And when they do respond to the</p> <p>9 feedback with improved work product, is that</p> <p>10 helpful to you?</p> <p>11 A. It can be.</p> <p>12 Q. Paragraph 11, we've already talked</p> <p>13 about this incident some, about the research for</p> <p>14 what the presidential candidates were eating on</p> <p>15 the campaign trail. The last clause of the last</p> <p>16 sentence in this paragraph says, "Some of the</p> <p>17 information was inaccurate and I therefore had</p> <p>18 to do the research myself."</p> <p>19 Did you redo all the research or</p> <p>20 some of the research?</p> <p>21 A. All of the research that the</p> <p>22 fact-checker found; for instance, the phone</p> <p>23 numbers that didn't work that the intern had</p> <p>24 provided that she called, everything she had a</p> <p>25 problem with I went back and redid.</p> <p style="text-align: right;">[Page 82]</p>	<p>1 Q. Do they conduct interviews?</p> <p>2 A. The interns?</p> <p>3 Q. Yes.</p> <p>4 A. Never for me. I don't know if they</p> <p>5 do for other people.</p> <p>6 Q. Paragraph 12, you say that you and</p> <p>7 other editors try to provide opportunities for</p> <p>8 interns to write a story, complete an interview</p> <p>9 or observe a photo shoot.</p> <p>10 A. Mm-hmm.</p> <p>11 Q. Can you give me examples of</p> <p>12 situations where you've given interns those</p> <p>13 opportunities?</p> <p>14 A. For example, we have an intern who</p> <p>15 found a story about two towns that compete every</p> <p>16 year to see who can carve the most</p> <p>17 jack-o-lanterns and have them lit at the same</p> <p>18 time and displayed in the center of town. So</p> <p>19 because that intern had found a viable story</p> <p>20 idea, we let her do the interviews and write it.</p> <p>21 And then several interns, even</p> <p>22 though I never go to photo shoots for my job,</p> <p>23 but several interns in our department are</p> <p>24 curious about that, and even though it's not</p> <p>25 something our department handles, the photo</p> <p style="text-align: right;">[Page 84]</p>
<p>1 Q. And was every piece of research</p> <p>2 that you received from that person wrong or just</p> <p>3 some of it?</p> <p>4 A. I couldn't tell you if it was all</p> <p>5 of what she submitted or just some of it.</p> <p>6 Q. So you redid the pieces that the</p> <p>7 fact-checker brought back to you?</p> <p>8 A. Yes.</p> <p>9 Q. And you're just not sure whether</p> <p>10 the fact-checker brought back every piece she</p> <p>11 did or some of it?</p> <p>12 A. Well, because I had done some of</p> <p>13 the research myself as well, so it's hard to</p> <p>14 say -- I can't remember exactly which parts she</p> <p>15 had worked on and which parts I had worked on.</p> <p>16 Q. So would you say that intern did</p> <p>17 not meet your expectations for this assignment?</p> <p>18 A. Yes.</p> <p>19 Q. Do interns at Food Network Magazine</p> <p>20 do on the street polls like you did when you</p> <p>21 were an intern?</p> <p>22 A. No.</p> <p>23 Q. That's not something that Food</p> <p>24 Network Magazine does?</p> <p>25 A. No.</p> <p style="text-align: right;">[Page 83]</p>	<p>1 department has accommodated their requests to</p> <p>2 attend a photo shoot.</p> <p>3 Q. Does that ever last more than one</p> <p>4 day?</p> <p>5 A. No.</p> <p>6 Q. The story about the jack-o-lantern</p> <p>7 carving competition, did that ultimately appear</p> <p>8 in the magazine?</p> <p>9 A. It did, with heavy editing.</p> <p>10 Q. Was her work useful to the</p> <p>11 magazine?</p> <p>12 A. Yes. We also paid her for the</p> <p>13 story.</p> <p>14 Q. Oh, really?</p> <p>15 A. Mm-hmm.</p> <p>16 Q. Why?</p> <p>17 A. She suggested it right at the end</p> <p>18 of her internship but was still interested in</p> <p>19 writing it so we paid her a free-lance rate</p> <p>20 since she was working on it outside of her</p> <p>21 normal internship hours.</p> <p>22 Q. Because her internship ended at</p> <p>23 some point.</p> <p>24 A. Yes.</p> <p>25 Q. Did Hearst pay her for time during</p> <p style="text-align: right;">[Page 85]</p>

[22] (Pages 82 to 85)

<p>1 M. Feil</p> <p>2 be a period of several months until our</p> <p>3 next, our summer intern starts.</p> <p>4 Q. Are you having an intern this</p> <p>5 spring?</p> <p>6 A. No.</p> <p>7 Q. So you are having an intern this</p> <p>8 summer?</p> <p>9 A. We plan to, yes.</p> <p>10 Q. So when you discuss here the</p> <p>11 three months, you're talking about periods</p> <p>12 of time between the three interns that you</p> <p>13 supervise in 2012?</p> <p>14 A. Yes.</p> <p>15 Q. And when you say, "when our</p> <p>16 office does not have any interns," do you</p> <p>17 mean Hearst Integrated Media in its</p> <p>18 entirety?</p> <p>19 A. Correct, only the marketing</p> <p>20 department has an intern.</p> <p>21 Q. Okay.</p> <p>22 Hearst Integrated Media is</p> <p>23 divided -- can you tell me how it's</p> <p>24 structured?</p> <p>25 A. Hearst Integrated Media has a</p> <p style="text-align: right;">[Page 102]</p>	<p>1 M. Feil</p> <p>2 A. Do you want to know when she</p> <p>3 worked?</p> <p>4 Q. Yes.</p> <p>5 A. She worked approximately from May</p> <p>6 to August, or June to August. I can't</p> <p>7 recall.</p> <p>8 Q. And the spring 2012 intern, when</p> <p>9 did she work approximately?</p> <p>10 A. I don't recall when she started.</p> <p>11 I would say that she ended her internship</p> <p>12 in May.</p> <p>13 Q. Was Stephanie the spring 2012</p> <p>14 intern?</p> <p>15 A. Yes. So she worked end of</p> <p>16 January to May, beginning of May.</p> <p>17 Q. Okay.</p> <p>18 So in paragraph 10, you say that:</p> <p>19 "During those gap periods,</p> <p>20 neither our workload nor our hours</p> <p>21 increase."</p> <p>22 How do you know whether or not</p> <p>23 the workload or hours increase for Hearst</p> <p>24 Integrated Media employees other than</p> <p>25 yourself?</p> <p style="text-align: right;">[Page 104]</p>
<p>1 M. Feil</p> <p>2 sales team, a marketing team, also the</p> <p>3 Corporate Direct Response team reports into</p> <p>4 the head of our group. So it's a sales and</p> <p>5 marketing team.</p> <p>6 Q. So sales doesn't have any</p> <p>7 interns?</p> <p>8 A. Correct.</p> <p>9 Q. And it hasn't had any during the</p> <p>10 time when you have worked as an employee at</p> <p>11 Hearst?</p> <p>12 A. Correct.</p> <p>13 Q. Okay.</p> <p>14 So the intern who worked in fall</p> <p>15 2012, approximately from when to when did</p> <p>16 that intern work?</p> <p>17 A. She worked approximately from</p> <p>18 September through December.</p> <p>19 Q. And when did the next intern who</p> <p>20 worked spring 2012 start?</p> <p>21 A. Spring 2012 was the prior --</p> <p>22 Q. Sorry, right.</p> <p>23 A. So before that would have been</p> <p>24 summer.</p> <p>25 Q. Right.</p> <p style="text-align: right;">[Page 103]</p>	<p>1 M. Feil</p> <p>2 A. Can you repeat the question?</p> <p>3 Q. Sure.</p> <p>4 In paragraph 10, you said:</p> <p>5 "There are several times a year,</p> <p>6 probably around three months, when our</p> <p>7 office does not have any interns, and</p> <p>8 during those times, neither our workload</p> <p>9 nor our hours increase."</p> <p>10 Are you speaking just about your</p> <p>11 own workload and hours there, or are you</p> <p>12 speaking about everyone who works in the</p> <p>13 marketing department?</p> <p>14 A. I'm referring to the marketing</p> <p>15 department as it relates to having an</p> <p>16 intern to support the marketing department</p> <p>17 or to be part of the marketing department.</p> <p>18 Q. Okay.</p> <p>19 So I think we talked about other</p> <p>20 than yourself, there were two other people</p> <p>21 who provided assignments to interns that</p> <p>22 you supervised, Robin and Kristina.</p> <p>23 A. They were former supervisors. We</p> <p>24 didn't speak about who else -- you're</p> <p>25 asking who else provides assignments?</p> <p style="text-align: right;">[Page 105]</p>

[27] (Pages 102 to 105)

<p>1 M. Feil</p> <p>2 Q. Well, I guess I'm trying to</p> <p>3 figure out when you say that "neither our</p> <p>4 workload nor our hours increased," who are</p> <p>5 you speaking of there?</p> <p>6 A. I'm referring to the rest of the</p> <p>7 marketing department. They were former</p> <p>8 supervisors. They no longer work in our</p> <p>9 department.</p> <p>10 Q. So you're speaking in paragraph</p> <p>11 10, I just want to make sure I understand,</p> <p>12 for -- you're speaking about 2012, right?</p> <p>13 A. I'm speaking about -- I'm</p> <p>14 speaking generally about the times when we</p> <p>15 have interns.</p> <p>16 So yes, it generally relates to</p> <p>17 2012, yes.</p> <p>18 Q. Do you have knowledge about</p> <p>19 whether or not the workload and hours of</p> <p>20 people in the marketing department changed</p> <p>21 based on the fact that interns were or were</p> <p>22 not present for any period other than 2012?</p> <p>23 A. I have that knowledge -- that</p> <p>24 knowledge is based on the time that I've</p> <p>25 worked as an Associate Marketing Manager or</p> <p style="text-align: right;">[Page 106]</p>	<p>1 M. Feil</p> <p>2 A. Okay.</p> <p>3 Q. So from the period February 2011</p> <p>4 until --</p> <p>5 A. Present?</p> <p>6 Q. No -- until the first time when</p> <p>7 you supervised an intern, which was spring</p> <p>8 2012.</p> <p>9 A. Right.</p> <p>10 Q. It was approximately a year</p> <p>11 period.</p> <p>12 A. Yes.</p> <p>13 Q. Okay.</p> <p>14 So during that year period, do</p> <p>15 you have knowledge of what interns did?</p> <p>16 A. As I mentioned, it's a department</p> <p>17 intern. So there were occasions where I</p> <p>18 worked with interns on projects. So in</p> <p>19 that capacity, yes, I have knowledge of</p> <p>20 what they did.</p> <p>21 Q. Okay.</p> <p>22 How many interns worked for the</p> <p>23 department between February 2011? Was</p> <p>24 there an intern for the department each</p> <p>25 semester during 2011?</p> <p style="text-align: right;">[Page 108]</p>
<p>1 M. Feil</p> <p>2 Marketing Manager in the department, based</p> <p>3 on my experience in the department. So</p> <p>4 I've been in the department for two years.</p> <p>5 Q. But you didn't supervise any</p> <p>6 interns until the spring of 2012, right?</p> <p>7 A. Correct. But as I mentioned, the</p> <p>8 marketing intern works with the entire</p> <p>9 marketing team. It's not specifically,</p> <p>10 it's not specifically my intern. So that's</p> <p>11 how I was speaking about this.</p> <p>12 Q. Okay.</p> <p>13 A. Based on my experience working in</p> <p>14 the department, not necessarily as an</p> <p>15 intern supervisor.</p> <p>16 Q. So you have knowledge about what</p> <p>17 interns did in the department from the time</p> <p>18 when you became an Associate Marketing</p> <p>19 Manager through the time when you</p> <p>20 supervised interns; is that right?</p> <p>21 A. I've had interactions with them.</p> <p>22 Saying that I have knowledge, I don't know</p> <p>23 what you're referring to specifically.</p> <p>24 Q. Let me just clarify what period</p> <p>25 I'm talking about.</p> <p style="text-align: right;">[Page 107]</p>	<p>1 M. Feil</p> <p>2 A. I don't recall.</p> <p>3 Q. Okay.</p> <p>4 So for the period of 2011 when</p> <p>5 you did not directly supervise interns,</p> <p>6 what is the basis of your knowledge that</p> <p>7 the workload and hours of your department</p> <p>8 did not increase?</p> <p>9 A. We have a status report every so</p> <p>10 often, and the basis of my knowledge is</p> <p>11 that, you know, we didn't, you know, as a</p> <p>12 department, didn't see our workload or</p> <p>13 hours increase. People were still coming</p> <p>14 and leaving at the same time and doing the</p> <p>15 same amount of work.</p> <p>16 Q. How do you know what that -- that</p> <p>17 others were doing the same amount of work</p> <p>18 during the period of time when they were at</p> <p>19 the office?</p> <p>20 A. Based on -- you know, it's a</p> <p>21 small group, it's very collaborative based</p> <p>22 on my direct contact with them.</p> <p>23 Q. So people told you that their</p> <p>24 workload didn't increase during these gap</p> <p>25 periods when there were no interns?</p> <p style="text-align: right;">[Page 109]</p>

[28] (Pages 106 to 109)

<p>1 M. Feil</p> <p>2 A. As it relates to the interns,</p> <p>3 yes, we talk about, you know, our -- talk</p> <p>4 about the intern hiring process of the</p> <p>5 department. It's a department intern. So</p> <p>6 that statement reflects that we don't rely</p> <p>7 on the intern to get our work done.</p> <p>8 Q. For example, during those periods</p> <p>9 when you were having to do program recaps,</p> <p>10 wouldn't you say that your workload</p> <p>11 increased because you were doing program</p> <p>12 recaps that otherwise you would have</p> <p>13 assigned to an intern?</p> <p>14 A. No. In fact, I'd say that my</p> <p>15 workload, if anything, would decrease</p> <p>16 because it takes time to work with the</p> <p>17 intern on, you know, putting together a</p> <p>18 recap.</p> <p>19 As I mentioned, interns will take</p> <p>20 two days or more to work on a recap, and</p> <p>21 there are periods of time in those two days</p> <p>22 where we meet with them and we discuss the</p> <p>23 elements, whereas if I were to do it</p> <p>24 myself, as I mentioned, it would only take</p> <p>25 a couple of hours to complete.</p> <p style="text-align: right;">[Page 110]</p>	<p>1 M. Feil</p> <p>2 increase during those gap periods and my</p> <p>3 hours haven't increased during those gap</p> <p>4 periods?</p> <p>5 A. I have had conversations with</p> <p>6 colleagues about, you know, what the intern</p> <p>7 works on. In our department, no, we don't,</p> <p>8 the hours don't increase when there's no</p> <p>9 intern.</p> <p>10 Q. How do you know that? Did you</p> <p>11 have a conversation with someone where they</p> <p>12 said that?</p> <p>13 A. I know because generally, just</p> <p>14 like myself, my colleagues work 9:00 to</p> <p>15 6:00 every day whether or not there is an</p> <p>16 intern.</p> <p>17 Q. Okay.</p> <p>18 But do you know what your</p> <p>19 colleagues do throughout the time that</p> <p>20 they're at work?</p> <p>21 MS. LANGLAIS: Objection. This</p> <p>22 has already been covered</p> <p>23 significantly.</p> <p>24 A. I don't know specifically what</p> <p>25 they're doing every minute from 9:00 to</p> <p style="text-align: right;">[Page 112]</p>
<p>1 M. Feil</p> <p>2 Q. How much time during those few</p> <p>3 days do you work with the interns on the</p> <p>4 recap?</p> <p>5 A. The recaps aren't the only, you</p> <p>6 know, projects that they're involved in.</p> <p>7 Q. I'm just talking about the recap.</p> <p>8 A. How much time within a couple of</p> <p>9 days? I think it varies from what the</p> <p>10 recap includes, but we'll sit down for, you</p> <p>11 know, half an hour, hour or more, and talk</p> <p>12 about it and, if the intern wants to make</p> <p>13 some tweaks, they'll do that. Then we'll</p> <p>14 regroup and talk about it again.</p> <p>15 Q. So if it takes an intern a couple</p> <p>16 of days to do a recap, you're not actually</p> <p>17 working on the recap with them for days at</p> <p>18 a time, right?</p> <p>19 A. No. As I said, it's not the only</p> <p>20 thing they're working on. It's not the</p> <p>21 only thing I'm working on -- so, no.</p> <p>22 Q. I guess I'm just trying -- so</p> <p>23 you've had specific conversations with</p> <p>24 people about those gap periods where</p> <p>25 they've told you: My workload doesn't</p> <p style="text-align: right;">[Page 111]</p>	<p>1 M. Feil</p> <p>2 6:00.</p> <p>3 But as I said, we're a small</p> <p>4 group and we're very collaborative, and my</p> <p>5 role is very similar to all my colleagues.</p> <p>6 We sit as close as, you know, the four of</p> <p>7 us are sitting right now.</p> <p>8 So that statement is based on</p> <p>9 discussions that we've had in the</p> <p>10 department about, you know, our intern</p> <p>11 program and bringing in interns and what</p> <p>12 projects we feel are beneficial to interns,</p> <p>13 and in the nature that our intern</p> <p>14 participates in our department, speaking</p> <p>15 generally about the department, the nature</p> <p>16 of the project they participate in do not</p> <p>17 affect the workload nor hours that we work.</p> <p>18 Q. Who have you spoken to about that</p> <p>19 specifically?</p> <p>20 A. Spoken to about the intern?</p> <p>21 Q. About whether or not, about</p> <p>22 whether or not the work that's assigned to</p> <p>23 interns typically is something that the</p> <p>24 employees do or your colleagues do when the</p> <p>25 intern isn't present?</p> <p style="text-align: right;">[Page 113]</p>

[29] (Pages 110 to 113)

<p>1 M. Feil</p> <p>2 A. I'm sorry, I'm not understanding</p> <p>3 your question.</p> <p>4 Q. I'm trying to understand whether</p> <p>5 you've had specific conversations with</p> <p>6 people that the work that they typically</p> <p>7 assign to interns they don't have to do</p> <p>8 during those gap periods.</p> <p>9 A. I've had conversations with</p> <p>10 colleagues about assigning projects to</p> <p>11 interns, and as we mentioned, there is</p> <p>12 significant time that's put into explaining</p> <p>13 projects to interns, and so thinking of it</p> <p>14 in that sense, generally it's agreed upon</p> <p>15 that when you do, when tasks are handled</p> <p>16 without having intern involvement, a lot of</p> <p>17 times it's easier to complete.</p> <p>18 Q. How many recaps do interns that</p> <p>19 you've supervised typically do during their</p> <p>20 internship?</p> <p>21 A. It depends on the semester and</p> <p>22 the number of programs that we have that</p> <p>23 are finishing up.</p> <p>24 So as an example, the last intern</p> <p>25 worked on a handful of recaps. But as I</p> <p style="text-align: right;">[Page 114]</p>	<p>1 M. Feil</p> <p>2 language, as I mentioned, that is</p> <p>3 appropriate to use for the terminology,</p> <p>4 sort of as we've talked about RFPs, and</p> <p>5 comp copy, things like that, those same</p> <p>6 terms come up as they relate to recap.</p> <p>7 So it's, say it's comparable.</p> <p>8 It's hard to put an exact hourly time spent</p> <p>9 on different recaps, but I'd say that there</p> <p>10 are different things that are covered</p> <p>11 definitely. Those things that are covered</p> <p>12 might take more or less time.</p> <p>13 For instance, you know, we</p> <p>14 format, although we caption the same</p> <p>15 format, after the first time an intern</p> <p>16 contributes to a recap, they don't</p> <p>17 necessarily, we don't need to review the</p> <p>18 formatting the third or fourth time as you</p> <p>19 mentioned, so...</p> <p>20 Q. So all of those recaps, you would</p> <p>21 have had to do those recaps if the interns</p> <p>22 hadn't worked on them?</p> <p>23 A. Well, I work on them, too. So</p> <p>24 it's work done in conjunction with the</p> <p>25 intern, and generally there is some time</p> <p style="text-align: right;">[Page 116]</p>
<p>1 M. Feil</p> <p>2 mentioned, that's not the only thing that</p> <p>3 they're participating in.</p> <p>4 Q. Okay.</p> <p>5 So the last person you supervised</p> <p>6 did approximately five or six recaps?</p> <p>7 A. I would say even fewer.</p> <p>8 Q. Okay.</p> <p>9 And so did you spend as much time</p> <p>10 explaining how to do a recap with that</p> <p>11 intern with respect to the first recap that</p> <p>12 they did, that you did, than you did with</p> <p>13 the second and third or fourth recap that</p> <p>14 they did?</p> <p>15 A. I'd say the time spent is</p> <p>16 comparable. Each of the programs have</p> <p>17 different elements and the elements are</p> <p>18 different.</p> <p>19 So recapping, you know, a program</p> <p>20 that included six brands and had print and</p> <p>21 digital components might be different than</p> <p>22 recapping of a program that has three</p> <p>23 brands and the main component is event.</p> <p>24 So in talking about recaps</p> <p>25 specifically, we like to discuss the</p> <p style="text-align: right;">[Page 115]</p>	<p>1 M. Feil</p> <p>2 spent even after they've taken a shot at it</p> <p>3 to sort of tweak it, as I mentioned. So</p> <p>4 ultimately they do have to be completed.</p> <p>5 Q. And ultimately they would have to</p> <p>6 be completed by you?</p> <p>7 A. Myself or whoever was working on</p> <p>8 the program.</p> <p>9 Q. And the vendor research that we</p> <p>10 discussed, if the interns hadn't worked on</p> <p>11 those tasks, is that something that would</p> <p>12 fall within your job description to work</p> <p>13 on?</p> <p>14 A. That's something that's handled</p> <p>15 on a case by case. It's not part of my job</p> <p>16 description necessarily. I don't think</p> <p>17 it's really part of anyone's. I think it's</p> <p>18 just the nature of sort of the department.</p> <p>19 We all look for new opportunities or work</p> <p>20 with vendors.</p> <p>21 So yes, it would be something</p> <p>22 that I'm doing, but not necessarily the</p> <p>23 same work that an intern would be doing.</p> <p>24 Q. Who would be doing that work?</p> <p>25 A. It's not a task that's completed.</p> <p style="text-align: right;">[Page 117]</p>

[30] (Pages 114 to 117)

[Page 121]

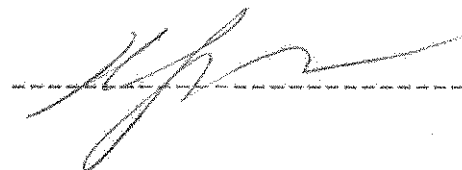
J U R A T

I DO HEREBY CERTIFY that I have read the foregoing
transcript of my deposition testimony.

Maura Feil
Maura Feil

SWORN TO AND SUBSCRIBED

BEFORE ME THIS *26*
February
DAY OF 2013



RAVI SITWALA
Notary Public, State of New York
No. 02516143351
Qualified in New York County
Commission Expires April 3, 2010
5-9-11 24, 2014

DEPOSITION ERRATA SHEET

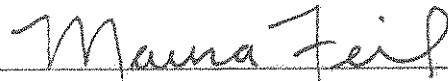
Case Caption: Wang v. The Hearst Corporation

DECLARATION UNDER PENALTY OF PERJURY

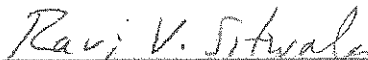
I declare under penalty of perjury that I have read the entire transcript of my Deposition taken in the captioned matter or the same has been read to me, and the same is true and accurate, save and except for changes and/or corrections, if any, as indicated by me on this DEPOSITION ERRATA SHEET, with the understanding that I offer these changes as if still under oath.

Page No.	Line No.	Change from	Change to	Reason for change
14	7	Correct	Incorrect	Transcription error
14	22	Robin	Robyn	Misspelling
15	8	Kristina	Khristina	Misspelling
15	23	Robin and Kristina	Robyn and Khristina	Misspelling
16	10	Robin	Robyn	Misspelling
17	17	Magazine's	Magazines'	Misspelling
19	16	pagal	digital	Transcription Error
31	21	One	Two	Correction
33	16	Shaner	Shaener	Misspelling
35	13	Shaner	Shaener	Misspelling
44	21	J.U. Bank	Jay Eubank	Misspelling
51	18	Copyrighting	Copywriting	Misspelling
60	12	Segment	Alma Mater	Transcription Error
60	13	how they knew each other	the extent of their relationship beyond that	Transcription Error
71	13	Robin	Robyn	Misspelling
71	17	Robin	Robyn	Misspelling
98	5	say	said	Transcription Error

SIGNATURE:

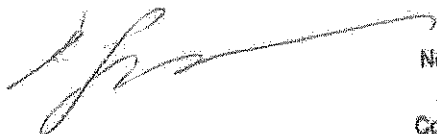


MAURA FEIL

Subscribed and sworn to on the 26 day of February, 2013, before me,

Notary Public,

In and for the State of New York



RAVI SITWALA
Notary Public, State of New York
No. 02516143351
Qualified in New York County
Commission Expires April 3, 2015

Sept. 27, 2014

EXHIBIT 181

[Page 1]

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK
Civil Action No. 12 Civ 0793 (HB)

:
XUEDAN WANG, on behalf of herself

:
and all others similarly situated,
:

Plaintiffs, : Deposition of:

v. : CHARLOTTE MILLER

THE HEARST CORPORATION, :

Defendant. :

TRANSCRIPT of testimony as taken by
and before MONIQUE VOUTHOURIS, a Certified Court
Reporter, RPR, CRR and Notary Public of the States
of New Jersey and New York, at the offices of
OUTTEN & GOLDEN, LLP, 3 Park Avenue, New York,
New York, on Thursday, January 31, 2013, commencing
at 10:04 a.m.

<p>1 marketing idea, which is called Seventeen U, which is</p> <p>2 a college tour. So that project, the challenge for us</p> <p>3 was kind of to do a college initiative, but a spin-off</p> <p>4 or different from Seventeen U.</p> <p>5 Q. And you said Seventeen was shifting</p> <p>6 towards the college market. What had it previously</p> <p>7 been focused on?</p> <p>8 A. More teen, high school.</p> <p>9 Q. So the projects were tied into the</p> <p>10 goals of the department overall?</p> <p>11 A. Yeah.</p> <p>12 Q. And what did you do with the projects?</p> <p>13 A. Do you mean --</p> <p>14 Q. Sorry. Let me rephrase.</p> <p>15 Once they were completed, what did you</p> <p>16 do with the projects? Did you present them? Did you</p> <p>17 just give them to Taylor?</p> <p>18 A. So we reviewed them with both Taylor</p> <p>19 and the other sales assistants, as well as Amy Liang,</p> <p>20 who is the merchandizing coordinator, to get a</p> <p>21 marketing perspective. And then after that we</p> <p>22 presented to our publisher and a few of the account</p> <p>23 managers.</p> <p>24 Q. And what was the reaction from the</p> <p>25 publisher and the account managers?</p> <p style="text-align: right;">[Page 42]</p>	<p>1 during your internship?</p> <p>2 A. I believe so, yes.</p> <p>3 Q. What do you mean you believe so?</p> <p>4 A. I think she was considered the intern</p> <p>5 supervisor.</p> <p>6 Q. So she was the person you would check</p> <p>7 in with?</p> <p>8 A. Yes.</p> <p>9 Q. How would you get assignments as an</p> <p>10 intern?</p> <p>11 A. Taylor or the other assistants would</p> <p>12 come over to us, let us know what they needed,</p> <p>13 explain, you know, how to do it and so on.</p> <p>14 Q. What kind of assignments did you</p> <p>15 typically get from Taylor or the other reps?</p> <p>16 A. It varied. A lot of the projects were</p> <p>17 things that I mentioned earlier.</p> <p>18 Q. So they would come and say I need your</p> <p>19 help with this edit credit assignment, that type of</p> <p>20 thing?</p> <p>21 A. Yes.</p> <p>22 Q. Once they had explained to you how to</p> <p>23 do the edit credits initially, were you able to do</p> <p>24 them without further instruction?</p> <p>25 A. We learned over time. They would</p> <p style="text-align: right;">[Page 44]</p>
<p>1 A. We got great feedback. They were</p> <p>2 impressed with the project. They definitely thought</p> <p>3 it, you know, met the goals that were presented to us.</p> <p>4 Q. Did they tell you they might</p> <p>5 incorporate some of your ideas into their marketing?</p> <p>6 A. They didn't really say, so I don't</p> <p>7 really know how that panned out.</p> <p>8 Q. Do you think your ideas were helpful to</p> <p>9 the team?</p> <p>10 A. Yes.</p> <p>11 Q. Why?</p> <p>12 A. Because since their feedback was that</p> <p>13 it met the goals, I can only speak for myself, but I</p> <p>14 think that did help them in the end.</p> <p>15 Q. These were two areas where they were</p> <p>16 kind of trying to generate new ideas?</p> <p>17 A. Correct.</p> <p>18 Q. How much time did you spend on those</p> <p>19 projects?</p> <p>20 A. I would say probably the last two weeks</p> <p>21 of the internship.</p> <p>22 Q. You spent most of your time on those</p> <p>23 during that time?</p> <p>24 A. Correct.</p> <p>25 Q. Was Taylor your primary supervisor</p> <p style="text-align: right;">[Page 43]</p>	<p>1 always check in with us, and if we had questions, we</p> <p>2 would always go to them. They would never give us a</p> <p>3 project and then just hand it to their boss without</p> <p>4 checking it.</p> <p>5 Q. But as far as edit credits in</p> <p>6 particular, I mean, was that something that -- I mean,</p> <p>7 correct me if I'm wrong, it doesn't sound particularly</p> <p>8 complicated. Is that right?</p> <p>9 A. It isn't, but it's also a very</p> <p>10 meticulous process and there are -- there are a lot of</p> <p>11 exceptions to the rule when you are working on them.</p> <p>12 So, although it sounds simple, there are some just</p> <p>13 things you need to be mindful of.</p> <p>14 Q. What kinds of things?</p> <p>15 A. So, for example, if, say, again,</p> <p>16 Covergirl, so Covergirl lipstick receives a credit,</p> <p>17 but then it says that that product right below it says</p> <p>18 can be found at Walgreen's. Then it's also Walgreen's</p> <p>19 is receiving a credit. So if someone has Covergirl</p> <p>20 for an account, that's a credit. But also for the</p> <p>21 person that has Walgreen's, they are receiving a</p> <p>22 credit.</p> <p>23 Q. And, so, using your example, if you had</p> <p>24 been working on edit credits and you came to, you</p> <p>25 know, Covergirl lipstick can be bought at Walgreen's,</p> <p style="text-align: right;">[Page 45]</p>

[12] (Pages 42 to 45)

<p>1 if you were unsure as to where that should go, would 2 you just ask one of your supervisors? 3 A. Yes. 4 Q. And after you completed an assignment 5 for one of your supervisors as an intern -- 6 A. Yes. 7 Q. -- would they give you feedback on it? 8 A. Yes. 9 Q. And if it was a longer-term project 10 would you check in with them over the course of the 11 project? 12 A. Definitely. 13 Q. Was there any assistant with whom you 14 worked more often than others? 15 A. No. 16 Q. And you said they would generally come 17 over to you. Were assignments generally communicated 18 in person or did you sometimes get them by email? 19 A. Mainly in person because they wanted to 20 explain them. In person is the best way to do that. 21 Q. And, so, going back to the edit credits 22 example, did you work on edit credits for more than 23 one month? 24 A. How do you -- how do you mean in one 25 month? Like --</p> <p style="text-align: right;">[Page 46]</p>	<p>1 Q. Sure. I'm just trying to figure out if 2 Taylor came to you in June and says I need you to work 3 on June edit credits, and she sits down with you and 4 explains what she needs you to do, then she comes back 5 for the July edit credits and she says I would like 6 you to work on the July edit credits, does she need to 7 explain the whole process to you again or did you 8 learn how to do it the first time? 9 A. I would say we learned, but we still 10 were never a hundred percent certain. 11 Q. You would ask her if you had questions. 12 Right? 13 A. Yes. 14 Q. But did you want Taylor to know that 15 you had some grasp of it from having done it 16 previously? 17 A. Maybe. 18 Q. What about tabbing the magazines, how 19 did Taylor or the other supervisor explain to you how 20 to do that? 21 A. Like I said earlier, it's just a 22 Post-it flag on the page that the credit is and then 23 there is just an arrow and you just write the brand's 24 name to the picture where it is. 25 Q. And do you do one magazine per brand or</p> <p style="text-align: right;">[Page 48]</p>
<p>1 Q. Sure. Sorry, that wasn't a good 2 question. So my understanding of edit credits is they 3 need to be done every month. Right? 4 A. Correct. 5 Q. So did you work on the monthly edit 6 credits for one month or for subsequent months as 7 well? 8 A. Oh, so what you're asking is if we 9 worked on them in -- for the June issue, June/July, 10 did we also work on them for the August issue. 11 Q. Yes. 12 A. Yes. 13 Q. And, so, once you had done them for the 14 first issue, were you able to do them for the August 15 issue without much additional training? 16 A. Not really, just because, like I said, 17 there is a lot of exceptions that come up with the 18 project. 19 Q. And, but, it sounded, when you 20 described it before, it sounded as though the 21 exceptions were things that would come up like you 22 said in the course of the project, not necessarily 23 something that would be communicated to you at the 24 beginning. Right? 25 A. Can you repeat that? Sorry.</p> <p style="text-align: right;">[Page 47]</p>	<p>1 is it one magazine with Post-its for every single 2 brand? 3 A. You can actually do both. For an 4 advertiser, you would only do their brand. For 5 internal use, we would sometimes tab more than one 6 brand in one magazine. 7 Q. And so Taylor explained to you that 8 process? 9 A. Yes. 10 Q. And was that something that you did on 11 multiple times during the course of your internship? 12 A. Yes. 13 Q. And did Taylor need to re-explain how 14 to tab a magazine each time? 15 A. Not particularly. 16 Q. That was something that you learned how 17 to do pretty easily? 18 A. Yes. But it also depended on the needs 19 of, you know, who we were sending it to. 20 Q. So she might say, you know, when she 21 gave you the assignment, she might tell you something 22 in particular to keep an eye out for, or something 23 like that? 24 A. Yes. 25 Q. And if you had questions during it, you</p> <p style="text-align: right;">[Page 49]</p>

[13] (Pages 46 to 49)

BONNIE V. LEWIS
Notary Public, State of New York
No. 01LE6070036
Qualified In New York County
Commission Expires Feb, 19, 2014

[Page 87]

1 JURAT

2 I, CHARLOTTE MILLER, do hereby certify that I
 3 have read the foregoing transcript of my testimony
 4 taken on January 31, 2013, in the matter of Wang vs.
 5 Hearst Corporation, and have signed it subject to the
 6 following changes:

7 PAGE LINE CORRECTION

8 / / SEE ATTACHED SHEET

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[Page 88]

1 PAGE LINE CORRECTION

2 ____/____/____

3 ____/____/____

4 

5 CHARLOTTE MILLER

6

7

8

9

10 Sworn and subscribed to before me on this 13th day of

11 March, 2013.

12

13

14 NOTARY PUBLIC:



15 STATE OF New York

16 My Commission expires: 2/19/2014

17 BONNIE V. LEWIS
Notary Public, State of New York
No. 01LE6070036
Qualified in New York County
Commission Expires Feb. 19, 20 14

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EXHIBIT 182

[Page 1]

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK
Civil Action No. 12 Civ 0793 (HB)

:
XUEDAN WANG, on behalf of herself

:
and all others similarly situated,
:

Plaintiffs, : Deposition of:

v. : MARISA NOVELLO

THE HEARST CORPORATION, :

Defendant. :

TRANSCRIPT of testimony as taken by
and before MONIQUE VOUTHOURIS, a Certified Court
Reporter, RPR, CRR and Notary Public of the States
of New Jersey and New York, at the offices of
OUTTEN & GOLDEN, LLP, 3 Park Avenue, New York,
New York, on Monday, February 4, 2013, commencing
at 10:09 a.m.

<p>1 person that you're interviewing as well as for</p> <p>2 readers.</p> <p>3 Q. That might reflect poorly on the</p> <p>4 magazine if it wasn't correct?</p> <p>5 MS. HAUSER GLASS: Objection.</p> <p>6 MS. SYED: Objection.</p> <p>7 A. I don't know.</p> <p>8 Q. That's not something that was explained</p> <p>9 to you during your internship?</p> <p>10 A. It's something that I have from my</p> <p>11 education learned from journalists, that they always</p> <p>12 want to double-check their facts.</p> <p>13 Q. During your internship no one explained</p> <p>14 to you why you were doing a particular fact-checking</p> <p>15 assignment?</p> <p>16 A. They said that they do this every --</p> <p>17 every article every month.</p> <p>18 Q. But they didn't say why?</p> <p>19 A. No.</p> <p>20 Q. And then you said you wrote a book</p> <p>21 review?</p> <p>22 A. I did.</p> <p>23 Q. Was it published?</p> <p>24 A. It was online.</p> <p>25 Q. What was the book?</p> <p style="text-align: right;">[Page 50]</p>	<p>1 long anyway.</p> <p>2 Q. Why did the magazine respond to</p> <p>3 requests from its readers?</p> <p>4 MS. SYED: Objection.</p> <p>5 A. I know Woman's Day has a very loyal</p> <p>6 readership, so I think they did it -- we did it just</p> <p>7 to be helpful. So someone wants a cookie recipe, why</p> <p>8 would you say no.</p> <p>9 Q. Well, it takes some time. Right?</p> <p>10 A. It does. I think to develop loyal</p> <p>11 readers, to be that kind of backbone and to know that</p> <p>12 if you ask for requests, Woman's Day will always try</p> <p>13 to respond.</p> <p>14 Q. Is it fair to say they want to make</p> <p>15 sure those people stay readers of the magazine?</p> <p>16 A. Absolutely, yes.</p> <p>17 Q. Was Locke the person that you worked</p> <p>18 with most closely on the editorial side?</p> <p>19 A. Yes.</p> <p>20 Q. And how did she generally communicate</p> <p>21 assignments to you?</p> <p>22 A. My desk wasn't far from hers, so she</p> <p>23 would either come over or email me or forward me</p> <p>24 readers' requests or assignments.</p> <p>25 Q. And then did you work on the</p> <p style="text-align: right;">[Page 52]</p>
<p>1 A. The Language of Flowers.</p> <p>2 Q. And Locke reviewed it before it was</p> <p>3 published?</p> <p>4 A. She submitted my review -- I submitted</p> <p>5 my review to her, then she submitted it.</p> <p>6 Q. And she edited it?</p> <p>7 A. She was not the editor of that, no.</p> <p>8 Q. I see. Okay. Did somebody edit it?</p> <p>9 A. Yes, there was an editor of book</p> <p>10 reviews. I don't know who it was.</p> <p>11 Q. How long would it take you to fact</p> <p>12 check an article?</p> <p>13 A. Not long. It depended how -- I mean,</p> <p>14 she was from Alaska, so sometimes it was back and</p> <p>15 forth emails throughout the day.</p> <p>16 Q. So can you estimate how long it would</p> <p>17 take?</p> <p>18 A. I can't. Sometimes it would just be a</p> <p>19 couple of minutes for an email and I don't know the</p> <p>20 time frame.</p> <p>21 Q. When you would call the people to fact</p> <p>22 check their quotes, how long would those conversations</p> <p>23 last?</p> <p>24 A. Just a couple minutes, going back</p> <p>25 through the whole article. These articles aren't very</p> <p style="text-align: right;">[Page 51]</p>	<p>1 assignments independently?</p> <p>2 A. I did.</p> <p>3 Q. If you had questions, would you go to</p> <p>4 her?</p> <p>5 A. Yes.</p> <p>6 MS. TURNER: Can we just take a quick</p> <p>7 bathroom break? Thanks.</p> <p>8 (Recess.)</p> <p>9 MS. TURNER: Let's mark that as Exhibit</p> <p>10 2, please.</p> <p>11 (Exhibit Novello-2, Resumé of Marisa</p> <p>12 Novello, Bates D0115072, marked for identification.)</p> <p>13 Q. So Exhibit 2 appears to be an older</p> <p>14 version of your resumé. Is that right?</p> <p>15 A. Yes.</p> <p>16 Q. And did you prepare it?</p> <p>17 A. Yes.</p> <p>18 Q. Anything on it that's inaccurate?</p> <p>19 A. Everything is correct.</p> <p>20 Q. So I just want to again look at the</p> <p>21 section that's describing what you did at Woman's Day,</p> <p>22 and just a couple of things that we haven't talked</p> <p>23 about. The first bullet makes reference to</p> <p>24 researching featured systems for January issue's</p> <p>25 "Re-use It" article?</p> <p style="text-align: right;">[Page 53]</p>

[14] (Pages 50 to 53)

EXHIBIT 183

Office Use Only



Internship Agreement Form

COMM 683 - Internship in Journalism or Communication

Student's Name: <u>Xuzhen Wang</u>	Major (Select One): COMM <input checked="" type="checkbox"/> JOURN <input type="checkbox"/> OTHER <input type="checkbox"/>
Local Street Address: <u>137 Montrose Ave. 2L, Brooklyn, NY 11206</u>	
OSU Email: <u>wang156@osu.edu</u>	Phone: <u>614-256-6090</u>
Anticipated Graduation: Autumn <input type="checkbox"/> Winter <input type="checkbox"/> Spring <input type="checkbox"/> Summer <input checked="" type="checkbox"/> Year: <u>2011</u>	
Quarter to Intern: Autumn <input checked="" type="checkbox"/> Winter <input type="checkbox"/> Spring <input type="checkbox"/> Summer <input type="checkbox"/> Year: <u>2011</u>	
Number of Credit Hours Sought: 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
[1 credit hour represents approximately 36 hours worked. Students typically complete a 3 credit hour internship, which is 108 hours worked over the quarter, approximately 15 hours per week.]	

Company/Organization's Name: <u>Harman International</u>
Company/Organization's Street Address: <u>300 W. 57th St, NYC 10019</u>
Supervisor's Name: (Please Print)* <u>Sean Broekema</u>
Supervisor's Email: <u>broekema@harman.com</u>
Supervisor's Phone: <u>212 903 5184</u>
What assignments will the student be assigned (job description can be attached)? <u>Contact between editors and showroom/studio producers, online research, captioning and watching samples, maintaining accessories closet, storyboarding shorts</u>
This internship is: Volunteer <input checked="" type="checkbox"/> Paid <input type="checkbox"/> (\$ _____ per hour)

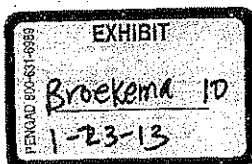
The satisfactory completion of this course requires several forms and reports to document and record the student's learning experience. The minimal requirements are:

- o Internship Agreement Form to be signed by internship supervisor. This form must be turned in no later than the 2nd Friday of the quarter to the Internship Coordinator in person, email, or by fax at (614) 292-2053.
- o Total 108 hours of work = 3 credit hours (avg. 18 hours of work per week). Students can seek a pro-rated number of credit hours if they will be working less than 108 hours.
- o A Mid-Quarter Report
- o A Final Report
- o Student Assessment of Internship
- o Supervisor Evaluation of Student
- o Internship Time Sheet

Student's Signature: [Signature] Date: 8/10/11

Supervisor's Signature: [Signature] Date: 8/10/11

*Supervisor Note: The student completing this internship should be supervised by a professional staff member within your organization. The supervisor should not be an individual who is currently enrolled at The Ohio State University as an undergraduate student, or an individual related to the intern.



P0000054

EXHIBIT 184

Kimberley Holiver
Psychology 295
Internship in Applied Psychology

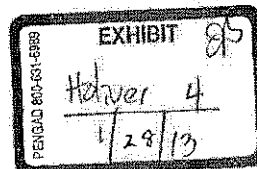
Food Network Magazine

This past week was my second week at Food Network Magazine. While I was extremely nervous to meet everyone and begin my new internship, I think I was most concerned about actually *getting* to the building. The Hearst Tower is a beautiful glass sculpture right near Columbus Circle in New York City. It is easy to find when standing in the center of the street; all you have to do is look up and follow it until you reach its beautiful golden front doors. As I got checked in and made my way to the 35th floor, I took a look around and smile to myself as I felt a sigh of relief, as well as a sense of pride in myself, that I was able to maneuver the train and subways in order to get to my destination on time!

Once I reached the office, I was immediately overcome with a feeling of ease. Everyone was extremely kind and welcoming. Within the first ten minutes Kathleen, the assistant to the publisher, brought me around the entire office and introduced me to everyone. This simple act put me at ease and made me aware of the type of environment I would be working in; one that is calm and easy-going, while filled with people who genuinely love their job.

Once I was settled, I began to do simple "intern" things such as mailings and filing. However, I was soon made aware that this would be a very hands-on internship. I was brought to the cafeteria for "milk and cookies" and was then given an itinerary for how the semester was going to go. The paper was filled with meetings, sales calls, events, and phone calls that I would be sitting in on. The team I

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am working with assured me that this would be a great learning experience for me and they wanted me to get a taste of everything the company had to offer. With all of my internships and jobs that I have taken part in, I have never felt such a sense that I would be learning as much as I feel like I will be with the Food Network Magazine.

While many people may not see a connection between psychology and marketing, I feel as though the two are closely related. Especially after this past week, I quickly learned that the way in which a marketing team works depends greatly upon the characteristics of the consumers. In an article titled "The Influence of Website Characteristics on a Consumer's Urge to Buy Impulsively," it discusses how a website's layout has a direct effect on a consumer's mood and purchasing behavior (Parboteeah 2009). In my short time at Food Network Magazine, I have learned that they spend a tremendous amount of time and effort on composing a magazine that is both appealing to the eyes and to the senses. By doing this, they hope to engage the readers and promote repeat purchasing, while persuading them try the various recipes in their magazine.

In an article from Psychology Today, the author discusses how different foods serve as a comfort for people. Being apart of the Food Network Magazine, one has to know their audience and gear their magazine towards them. The magazine comes out with one issue per month, which means they are constantly changing and evolving in order to reach the wide spectrum of readers. For instance, one month was a magazine totally dedicated to light and healthy meals. This is for people who are health conscious and who want to enjoy their food, but without having to worry about the calories. On the other hand, there was another issue of the Food Network

Magazine that was geared towards comfort foods and heart meals for winter. The adjectives in the magazine appealed to the sense of the readers in hopes that they would read the magazine and try the recipes that they created in order to feel "warm" and "comfort" from the delicious foods. The article in *Psychology Today* mentions how "people cognitively connect important past associations with specific foods (Gallison 2001)." Food Network Magazine strives to connect food with feeling. Because of this, they need to know their consumers and their readers on an intimate level so they can fulfill their needs and wants. This is a great example of how the two subjects relate to one another and are connected in a way that allows for continued and growing success.

While I have only been at Food Network Magazine for a week, I can already see that I will be gaining a wonderful experience from my time there. Not only will I be seeing Psychology in action through the magazine and the behind-the-scenes workings of the office, I will also see the effects of Psychology through my travels in the city. I spend much of my time on the train just watching the interactions between people and it is so amazing to see how certain events affect people in different ways. Even a simple accidental nudge from one passenger to another on the train can ruin someone's entire day! On the other end, a similar nudge can strike up a conversation between two people. Psychology is a fascinating subject that truly can be applied to all aspects of life, whether in the workplace or simple everyday tasks. I'm excited for what this semester has to bring, and hopefully I continue to gain a better understanding of my major (and pick up some tasty recipes along the way.

Works Cited

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